

**Regular Monthly Meeting of RTM Education & Recreation Committee  
Sullivan Independence Hall 1st Floor Conference Room  
Wednesday, July 21, 2010**

A joint meeting was called to order by Mary McCullough, Chairman of the Education and Recreation Committee at 7:39pm with the Public Health & Safety Committee for the presentation of Items #7 and #8.

**In Attendance:** Representatives Farnen, McCullough, Garskof, Hoffkins, Lynch, Richmond and Way ( Education and Recreation Committee)

**Absent:** Representatives Mc Ginty, Schwartz, and Stewart,

**Item #7 on the call:** "Resolved, that a certain contract negotiated by and between the Town of Fairfield and the United Public Service Employees Union (UPSEU) Unit#222 (Town Hall Employees) concerning conditions of employment for the period ending June 30, 2010 be, and hereby is, amended, in the manner described in the attached Memorandum of Agreement so as to make the contract effective through June 30, 2013 and to incorporate certain other changes regarding wages, hours and other matters."

A summary sheet highlighting the significant changes was provide by Mary Carroll-Mirylees, Director of Human Resources. First Selectman Ken Flatto was also present to answer questions. The top three goals for the Town were increased co-pays, keeping salary increase down and improving cost-sharing in health benefits. These goals were met with a net increase of 5% over three years and a switch from a flat dollar contribution toward health benefits to a percentage of salary increasing from approximately 8% to 11% over the three year life of the contract. Deleted permanently was the payment for unused non-occupational sick leave. Included in the Memorandum of Agreement was new language that would allow for new employees to opt for participation in a 401k/403b type plan rather than a defined benefit pension plan. A study will be done to determine the cost to the Town. The Town was pleased with the contract.

A motion to approve the resolution was made by Representative Farnen and seconded by Representative Lynch..

The motion passed. unanimously.

**Item #8 on the call:** "Resolved. that a certain contract negotiated by and between the Town of Fairfield and the Fairfield Fire Union, Local 1426, concerning conditions of employment for the period ending June 30, 2010 be, and hereby is, amended, in the manner described in the attached Memorandum of agreement so as to make the contract effective through June 30,2013 and to incorporate certain other changes regarding wages, hours and other matters."

A summary sheet highlighting the significant changes was provided by Mary Carroll-Mirylees. Mr. Richard Saxl, Town Attorney answered questions and provided insight into the negotiations. Bob Smith, Firefighter Union President and Fire Chief Richard Felner were also present. The minimum number of firefighters was increased from 16 to 17 on duty at all times. Carry over of sick days was increased from 5 to 10 with the maximum that could be banked from 80 days to 120 days. Unused sick leave bonus was eliminated for this contract period and sick leave was reduced from 20 or 30 working days to 12 days. Funeral expenses were increased from \$6,000 to \$15,000 for an employee who dies in the line of duty. The co-share premium for health coverage

was increased from \$31.00 per week to \$36.00 ( approximately 8% of salary )until 7/1/2012 and will then be converted to a percentage of the then existing premium. New language allowing new employees to opt for participation in a 401k type program rather the defined benefit pension plan was also included.

A motion to approve the resolution was made by Representative Garskof and seconded by Representative Way.

The motion passed unanimously.

**Item #9 on the call:** To hear, consider and act upon an amendment to Article II (Solar Energy), Chapter 95 of the Fairfield Town Code entitled, "Taxation,".

No presentation was given this time as one was heard at last month's meeting. Since this was the second time it was read, action was taken.

A motion to approve the resolution was made by Representative Garskof and seconded by Representative Way.

The motion passed unanimously.

The meeting was adjourned at 9:20pm.

Respectfully submitted.

Carolyn Richmond  
Secretary

**RTM FINANCE COMMITTEE  
MINUTES OF REGULAR MEETING  
JULY 19, 2010**

The July monthly meeting of the RTM Finance Committee was held on Monday, June 21<sup>st</sup> at 8:00p.m. in the 1<sup>st</sup> Fl. Conf. Rm. at Sullivan Independence Hall, Fairfield, Connecticut.

**MEMBERS PRESENT**

Peter Ambrose, David Becker, Faith Dillon, Hank Ference, Lawrence Kelly, Joseph Luciano, Michael Mears

**MEMBERS ABSENT**

David Cullen, Stephanie Parker, James Takami

**ALSO PRESENT**

Richard Felner, Ken Flatto, Mary Carroll-Mirytees, Richard Saxl, Jeff Steele

**ACTION TAKEN**

1. Approved item #7 ó THEA Union contract resolution
2. Approved item #8 ó Fire Union contract resolution
3. Approved item #9 ó Solar Energy taxation ordinance

**REQUESTED ITEMS**

1. Item #7 & 8 ó Past contract comparison document
2. Item #7 & 8 ó Copies of previous contracts approved

**AGENDA**

Chairman Ambrose called the meeting to order at 8:05pm.

*A Joint Meeting of the Finance, Legislation and Administration, and Public Works & Planning committees was held in the 1<sup>st</sup> Floor Conference Room. The purpose of the meeting was to hear a presentation and ask questions regarding items #7, #8, and #9. Following the joint session, the Finance Committee discussed these items separately and then voted on each item.*

Item #7 - THEA Union contract resolution

Mary Carroll-Mirylese and Ken Flatto presented this item at the joint session.

Health care changes (cost share and co-pay increases) and the initial year's small pay increase were the highlights. Defined contribution wording was also added. The 35-40 hour per week range for overtime has been reduced from time and a half to regular time for earnings.

Several members expressed that they were generally pleased with the contract but that some provisions didn't go far enough saving Fairfield money.

Rep. Dillon expressed concern with the zero percent not being for a full year. Mr. Flatto noted that furlough days are in the contract too.

Chairman Ambrose discussed the health care provisions and noted that this area is where a lot of the private/public sector parity issues exist. Committee members discussed how Fairfield's Aaa rating makes bargaining difficult but that it also could cause more expensive contracts which could affect the town's finances and in turn the stability of the Aaa rating.

Rep. Becker expressed concern with the disconnect between the public and private sectors. This included a concern with the lack of a clear zero increase. Becker also expressed concern about the defined contribution wording lacking specifics.

Chairman Ambrose noted it seemed unlikely that anyone would actually sign up for a defined contribution plan vs. a pension when voluntary.

Rep. Becker noted that after the side letter issue, he was concerned that the administration has shown they will change things without the RTM.

Rep. Ference said he felt that it was specifically vague now but did believe it would have to come before the RTM.

Mr. Flatto offered to present before the committee the defined contribution plan prior to any implementation.

**A vote was taken and the item passed 7-0-0.**

Item #8 ó Fire Union contract resolution

Richard Saxl and Ken Flatto presented this item at the joint session.

Health care changes (cost share and co-pay increases) and the initial year's zero percent pay increase were the highlights. Defined contribution wording was also added. There was also a reduction in the number of sick days provided to members. New hires are now at 75% for pension.

Several members expressed being generally pleased with the contract but that some provisions didn't go far enough saving Fairfield taxpayer funds.

Rep. Luciano discussed a few with pay or without pay suspension provisions within the contract. Luciano generally felt it was a good contract.

There was discussion relating to the drug testing policy and the suspension provisions. Some members were surprised with how many pages were included relating to the policy. It was noted that it appears that the entire drug policy handbook has been added to the contract.

Rep. Becker was concerned about the wording that required all personnel to be in the drug test pool.

Becker had concerns that non-union fire department members may separately not be required to do this which would then void the entire program.

Rep. Dillon expressed concern with the concept that 50 year olds could retire with a pension while private sector workers retire in their 60s.

Chairman Ambrose noted that there is a belief that the pendulum has swung in some cases in the other direction from the past in private vs. public.

Rep. Ference noted that people have recently entered these jobs at later ages which makes the retirement age issue self correcting in some ways.

Rep. Ference had questions about what would happen if someone was on the defined contribution plan and was injured and had to retire. Currently that person would then be in part paid from the pension plan. Atty. Saxl was not sure since the details had not been worked out yet.

**A vote was taken and the item passed 5-0-2. Abstain: Dillon, Ference**

Item #9 ó Solar Energy taxation ordinance

Jeff Steele presented this item at the joint session.

There was no discussion for this item.

**A vote was taken and the item passed 7-0-0.**

The meeting was adjourned at 10:20pm.

Respectfully Submitted,

David M. Becker

David M. Becker  
Secretary, RTM Finance Committee

**Regular monthly Meeting of the Public Health & Safety Committee  
July 21, 2010**

**John Sullivan Independence Hall.**

In Attendance: Kupchick, Parker, Hug, Felner

Absent: Gall, Smey, Millington, Challinor, Herley, DeMartino

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A summary sheet highlighting the significant changes was provide by Mary Carroll-Mirylees, Director of Human Resources. First Selectman Ken Flatto was also present to answer questions. The top three goals for the Town were increased co-pays, keeping salary increase down and improving cost-sharing in health benefits. These goals were met with a net increase of 5% over three years and a switch from a flat dollar contribution toward health benefits to a percentage of salary increasing from approximately 8% to 11% over the three year life of the contract. Deleted permanently was the payment for unused non-occupational sick leave. Included in the Memorandum of Agreement was new language that would allow for new employees to opt for participation in a 401k/403b type plan rather than a defined benefit pension plan. A study will be done to determine the cost to the Town. The Town was pleased with the contract.

No Quorum, No Action could be taken.

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No presentation was given this time as one was heard at last month's meeting. Since this was the second time it was read, action was taken.

The meeting adjourned at 9:20pm

Respectfully Submitted,

Brenda Kupchick  
Chairman

Public Works and Planning Committee

Committee Members in attendance:

Public Works & Planning Monday, July 19, 2010	Item#7	Item#8	Item#9
Alexis P Harrison	Y	Y	N
Thomas P Conley	A	Y	Y
Thomas E McCarthy	N	N	Y
Elizabeth P Hoffmann	Y	Y	Had to Leave
Christopher J Brogan	Y	Y	N
Sheila H Marmion	Y	Y	N
Christopher J McAleese	Y	Y	Y
Joseph J Palmer	Y	Y	Y

TWO (2) ISSUES WERE REFERRED TO THIS COMMITTEE BY THE RTM FOR REVIEW/ACTION PRIOR TO THE MAY GENERAL MEETING. THE NUMBERING OF THE POINTS WHICH FOLLOW CORRESPOND TO THE UPCOMING 7/26/2010 RTM AGENDA:

7. To consider and act upon the following resolution as requested by the First Selectman:

RESOLVED, that a certain contract negotiated by and between the Town of Fairfield and the United Public Service Employees Union (UPSEU) Unit#222 (Town Hall Employees) concerning conditions of employment for the period ending June 30, 2010, be and hereby is amended, in a manner described in the attached memorandum of Agreement so as to make a contract effective through June 30, 2013 and to incorporate certain other changes regarding wages, hours, and other matters.

*Comments:* In a joint session with the Finance and Legislation & Administration sub committees, Mary Carroll Mirylees (Director of Human Resources) presented an overview of the Collective Bargaining Agreement between the Town and the United Public Service Employees Union (THEA). She made note of a number of changes which included straight time between 35 and 40 hours, exclusion of future spouses from retirement benefits, increase of medical co-pays, elimination of an attendance bonus, and the introduction of a 401K plan as an alternative to the traditional retirement annuity (participation optional). Both the First Selectman and the HR Director then responded to questions regarding elements of the agreement. Representatives Llewellyn, Vahey, and Mears, all sought clarifications, of one kind or another, relating to the stated salary increases which are structured as steps to be enacted beyond year one of the agreement. Representatives Palmer, Becker, and McCarthy questioned elements of the post retirement benefit. Representative McCarthy expressed concern that the agreement did not at least move in some small measure in the direction of a more manageable, defined contribution post retirement benefit comparable to private sector plans. Representative Braun asked about the carve out for Medicare and both she and Representative Ambrose both directed questions about the negotiation process itself. The first selectman characterized the process as a hybrid involving both outside and in house council. Representative Steele suggested that a grid would be a useful tool

to help clarify the Y to Y contract changes and Mr. Flatto agreed to provide a simplified outline in such a format.

Later in single session Representative Brogan observed that the introduction of the 401k alternative is indicative of the kind small change for which the bargaining process allows and Representative Conley pointed out that the present obligation to now pay into the Town's retirement fund is at least to some degree attributable to past failures to adequately define "over funding" and otherwise properly manage the fund.

The committee voted to pass the resolution (6-1-1).

8. To consider and act upon the following resolution as requested by the First Selectman:

“RESOLVED, that a certain contract negotiated by and between the Town of Fairfield and the Fairfield Fire Union, Local 1426, concerning conditions of employment for the period ending June 30, 2010, be and hereby is amended, in a manner described in the attached memorandum of Agreement so as to make a contract effective through June 30, 2013 and to incorporate certain other changes regarding wages, hours, and other matters.”

*Comments:* In a joint session with the Finance and Legislation & Administration sub committees, Richard Saxl (Town Attorney) spoke to the tentative agreement reached between the Town and the Fire Fighters Union. He touched on what he considered to be the more significant elements of the agreement which included an increase in minimum manning, sick time reduction, a hard wage freeze in year one (with a 2% and 2.75% increase in the 2<sup>nd</sup> and 3<sup>d</sup> year), a 5% cutback in the pension formula and an optional 401K alternative to the traditional pension annuity.

In single session Attorney Saxl elaborated on the sick day reduction, saying that he believed that it was a significant change which would curb abuse by a select few. He also defended the outcome of the bargain that was reached, pointing out that the process tends to favor the unions, and negotiators are forced play the cards they have been dealt.

The committee voted to pass the resolution (7-1).

9. To hear consider and act upon an amendment to Article II (Solar Energy), Chapter 95 of the Fairfield Town Code entitled, Taxation, as sponsored by Jeff Steele, District 2; Chad Stewart, District 2; Joshua Garskof, District 5: and David Cullen District 7.

*Comments:* This committee was inclined to accept the proposal in concept, yet there still remains a degree of confusion as to the actual calculation of incremental added value and application of the tax credit. Representative Harrison indicated that she would flatten the points of confusion. The amendment passed 4-3.